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# **FOX6 – Birmingham WBRC TV**

## **EMPLOYMENT OUTREACH**

PARTICIPATION IN JOB FAIRS AND CONVENTIONS – WBRC or Fox Television Station Inc. Human Resources

February 15, 2007 – University of South Alabama, Mobile, AL

February 21, 2007 – Historical Black College Radio and TV Job Fair, Clark Atlanta University, Atlanta, GA

February 22, 2007 – University of Alabama Birmingham, Birmingham, AL

February 28, 2007 – Georgia Association of Broadcasters Job Fair, University of Georgia, Athens, GA

March 28, 2007 - Ground Hog Shadow Day

March 6, 2007 – Oglethorpe University Career Fair, Atlanta, GA

April 4, 2007 – University of West Georgia Media Day Internship Fair, Carrollton, GA

May 11, 2007 – Georgia Association of Broadcasters Job Fair , 13th Congressional District's Job Fair, College Park, GA

June 7-9, 2007 – Native American Journalists Association, Denver, CO

June 13-16, 2007 – National Association of Hispanic Journalists, San Jose, CA

August 8-12, 2007 – National Association of Black Journalists, Las Vegas, NV

August 18, 2007 – Youth Day Career Fair, The Day Star Tabernacle, Douglasville, GA

September 25, 2007 – Clark Atlanta University Internship Fair

November 2, 2007 – University of Alabama Career Fair, Tuscaloosa, AL

## **INTERNSHIP PROGRAMS**

Active year-round internship program for junior and senior year college students

Groundhog Shadow Day

## **PARTICIPATION IN SCHOLARSHIP PROGRAMS**

Emma L. Bowen Foundation for Minority Interests in Media, Inc.

## **PARTICIPATION IN TRAINING PROGRAMS**

On the Job training and various seminars and workshops

# Recruitment Summary Form

**Reporting Period:** December 2, 2006 to December 1, 2007

**Total Hires reporting period:** 48

<b>Position/Job Title</b>	<b>Job Classification</b>	<b>Referral Source</b>
<b>Asst. Design Director</b>	<b>02</b>	<b>TVjobs.com</b>
<b>Graphic Artist</b>	<b>02</b>	<b>Fullsail Real World Education</b>
<b>Engineering Tech</b>	<b>03</b>	<b>Employee Referral</b>
<b>Engineering Tech</b>	<b>03</b>	<b>FOX6 Website</b>
<b>VP/GSM</b>	<b>01.2</b>	<b>Internal</b>
<b>Internet Account Exec</b>	<b>02</b>	<b>Client Referral</b>
<b>Research Director</b>	<b>02</b>	<b>Employee Referral</b>
<b>Account Executive</b>	<b>02</b>	<b>Client Referral</b>
<b>Account Executive</b>	<b>02</b>	<b>Client Referral</b>
<b>PT Production Asst</b>	<b>02</b>	<b>Intern</b>
<b>FT Production Asst</b>	<b>02</b>	<b>Internal</b>
<b>FT Production Asst</b>	<b>02</b>	<b>Internal</b>
<b>FT Production Asst</b>	<b>02</b>	<b>Employee Referral</b>
<b>PT Production Asst</b>	<b>02</b>	<b>Birmingham News Employee</b>
<b>PT Production Asst</b>	<b>02</b>	<b>Employee Referral</b>
<b>PT Production Asst</b>	<b>02</b>	<b>FOX6 Website</b>
<b>PT Production Asst</b>	<b>02</b>	<b>FOX6 Website</b>
<b>FT Production Asst</b>	<b>02</b>	<b>Internal</b>
<b>FT Production Asst</b>	<b>02</b>	<b>Internal</b>
<b>PT Production Asst</b>	<b>02</b>	<b>Employee Referral</b>
<b>PT Production Asst</b>	<b>02</b>	<b>Employee Referral</b>
<b>Producer</b>	<b>02</b>	<b>Internal</b>
<b>Web Producer</b>	<b>02</b>	<b>Employee Referral</b>
<b>Assignment Editor</b>	<b>02</b>	<b>FOX6 Website</b>
<b>AM Producer</b>	<b>02</b>	<b>Internal</b>
<b>PT Tape Editor</b>	<b>02</b>	<b>School</b>
<b>EP of Evening News</b>	<b>01.2</b>	<b>Internal</b>
<b>Producer</b>	<b>02</b>	<b>Internal</b>
<b>Producer</b>	<b>02</b>	<b>Internal</b>
<b>EP of Morning Show</b>	<b>01.2</b>	<b>Internal</b>
<b>AM Producer</b>	<b>02</b>	<b>Internal</b>
<b>Assoc. Producer</b>	<b>02</b>	<b>TVjobs.com</b>
<b>PT Tape Editor</b>	<b>02</b>	<b>Intern</b>
<b>Producer</b>	<b>02</b>	<b>Internal</b>

<b>Reporter</b>	<b>02</b>	<b>FOX6 Website</b>
<b>VP News</b>	<b>01.2</b>	<b>Internal</b>
<b>Assignment Manager</b>	<b>01.2</b>	<b>Employee Referral</b>
<b>Asst. Assignment Dir</b>	<b>01.2</b>	<b>Internal</b>
<b>Video Editor</b>	<b>02</b>	<b>Internal</b>
<b>Web Producer</b>	<b>02</b>	<b>Employee Referral</b>
<b>Photographer</b>	<b>02</b>	<b>Transfer</b>
<b>Assoc. Producer</b>	<b>02</b>	<b>FOX6 Website</b>
<b>Assignment Editor</b>	<b>02</b>	<b>On Own</b>
<b>Producer</b>	<b>02</b>	<b>Internal</b>
<b>Photographer</b>	<b>02</b>	<b>Job line</b>
<b>Sr. Reporter</b>	<b>02</b>	<b>TVjobs.com</b>
<b>Reporter</b>	<b>02</b>	<b>FOX6 Website</b>
<b>Photographer</b>	<b>02</b>	<b>On Own</b>

# Recruiting Sources

Recruitment Sources used to fill these positions between December 2, 2006 and December 1, 2007

- 1. Name of Source:** Tvjobs.com Web Site  
**Fax:** (760) 754-2115  
**E-mail:** Tvjobs.com  
**Notification of jobs was posted online**
- 2. Name of Source:** FOX6 Web Site: [www.myfoxa.com](http://www.myfoxa.com) (Job line)  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [Felicia.Rylee@foxtv.com](mailto:Felicia.Rylee@foxtv.com)  
**Notification of all WBRC positions are listed on-line**
- 3. Name of Source:** Internal WBRC posting/Fox Station Group Postings  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [Felicia.Rylee@foxtv.com](mailto:Felicia.Rylee@foxtv.com)  
**Notification of all WBRC positions are posted internally and faxed to all FOX O&O TV Stations**
- 4. Name of Source:** Walk-in/Send in Resumes to Station –  
Resumes accepted  
**Contact Person:** F. Rylee, Executive Assistant – FOX6  
**Address:** P.O. Box 6  
**Address:** Birmingham, AL 35201  
**Telephone:** (205) 322-6666  
**E-mail:** [Felicia.Rylee@foxtv.com](mailto:Felicia.Rylee@foxtv.com)  
**Resumes accepted when sent to above address or applications/resumes turned into the front desk during normal business hours**
- 5. Name of Source:** National Black Media Coalition  
**Contact Person:** Employment Resource Center  
**Address:** 11120 New Hampshire Avenue, Suite 204  
**Address:** Silver Spring, MD 20904  
**Notification /request for ad mailed**
- 6. Name of Source:** The Birmingham News  
**Contact Person:** Classified Advertising  
**Address:** 2200 4<sup>th</sup> Avenue, N  
**Address:** Birmingham, AL 35203  
**Notification /request for ad mailed**

- 7. Name of Source: The Birmingham Times**  
**Contact Person: Classified Advertising**  
**Address: 115 3<sup>rd</sup> Ave. W.**  
**Address: Birmingham, AL 35204**  
**Notification /request for ad mailed**
- 8. Name of Source: Alabama Public TV**  
**Contact Person: Ms. Johanna Cleary**  
**Address: 1255 Madison Avenue**  
**Address: Montgomery, AL 36107**  
**Notification /request for ad mailed**
- 9. Name of Source: Birmingham Association for Black Journalists**  
**Address: P.O. Box 185**  
**Address: Birmingham, AL 35201-0185**  
**Notification /request for ad mailed**
- 10. Name of Source: Miles College**  
**Contact Person: Student Placement Office**  
**Address: P.O. Box 3800**  
**Address: Birmingham, AL 35208**  
**Notification /request for ad mailed**
- 11. Name of Source: UAB Student Placement Office**  
**Contact Person: Student Placement Office**  
**Address: University Center, Suite 516, 1400 University Blvd.**  
**Address: Birmingham, AL 35294-1150**  
**Notification /request for ad mailed**
- 12. Name of Source: University of Alabama - Birmingham**  
**Contact Person: Student Placement Office**  
**Address: 414 Arts & Humanities Bldg.**  
**Address: Birmingham, AL 35294**  
**Notification /request for ad mailed**
- 13. Name of Source: Alabama State University**  
**Contact Person: Office of Communications**  
**Address: 915 S Jackson St**  
**Address: Montgomery, AL 36195-0301**  
**Notification /request for ad mailed**
- 14. Name of Source: University of Alabama - Birmingham**  
**Contact Person: Student Placement Office**  
**Address: 901 South 15<sup>th</sup> Street, Suite 223**  
**Address: Birmingham, AL 35294-2060**  
**Notification /request for ad mailed**

- 15. Name of Source: Lawson State Community College**  
**Contact Person: Student Placement Office**  
**Address: 3060 Wilson Road S. W.**  
**Address: Birmingham, AL 35221**  
**Notification /request for ad mailed**
- 16. Name of Source: Alabama A & M University**  
**Contact Person: Student Placement Office**  
**Address: P.O. Box 997**  
**Address: Normal, AL 35762**  
**Notification /request for ad mailed**
- 17. Name of Source: Tuskegee University**  
**Contact Person: Dean of Student Affairs**  
**Address: 1200 W Montgomery Rd, Kresge Center**  
**Address: Tuskegee, AL 36088**  
**Notification /request for ad mailed**
- 18. Name of Source: Jefferson State Community College**  
**Contact Person: Student Placement Office**  
**Address: 2601 Carson Road**  
**Address: Birmingham, AL 35215-3098**  
**Notification /request for ad mailed**
- 19. Name of Source: Talladega College**  
**Contact Person: Student Placement Office**  
**Address: 627 W. Battle Street**  
**Address: Talladega , AL 35160**  
**Notification /request for ad mailed**
- 20. Name of Source: Alabama State Employment Service**  
**Contact Person: Student Placement Office**  
**Address: 3440 3<sup>rd</sup> Avenue S.**  
**Address: Birmingham, AL 35222**  
**Notification /request for ad mailed**
- 21. Name of Source: Black & White**  
**Contact Person: Mr. Rosson Richardson**  
**Address: 1312 20<sup>th</sup> Street S.**  
**Address: Birmingham, AL 35205**  
**Notification /request for ad mailed**
- 22. Name of Source: Alabama Broadcasters Association**  
**Address: 2180 Parkway Lake Dr**  
**Address: Hoover, AL 35244**  
**Notification /request for ad mailed**

- 23. Name of Source: Troy State University**  
**Contact Person: Career Development & Placement Office**  
**Address: 110 Adams University Center**  
**Address: Troy, AL 36082**  
**Notification /request for ad mailed**
- 24. Name of Source: Auburn University**  
**Contact Person: Student Placement Office**  
**Address: 400 Mary Martin Hall**  
**Address: Auburn, AL 36849**  
**Notification /request for ad mailed**
- 25. Name of Source: Jacksonville State University**  
**Contact Person: Student Placement Office**  
**Address: 105 Bibb Graves Hall**  
**Address: Jacksonville, AL 36265-9982**  
**Notification /request for ad mailed**
- 26. Name of Source: University of Alabama**  
**Contact Person: Career Center**  
**Address: Box 870293**  
**Address: Tuscaloosa, AL 35487**  
**Notification /request for ad mailed**
- 27. Name of Source: National Association of Black Journalists**  
**Contact Person: Ms. Samuel**  
**Address: 8701-A Adelphi Road**  
**Address: Adelphi, MD 20783-1716**  
**Notification /request for ad mailed**
- 28. Name of Source: National Association of Hispanic Journalists**  
**Contact Person: Ms. Lopez**  
**Address: 1193 National Press Building**  
**Address: Washington, D.C. 20045**  
**Notification /request for ad mailed**
- 29. Name of Source: Birmingham Southern College**  
**Contact Person: Student Placement Office**  
**Address: 900 Arkadelphia Rd**  
**Address: Birmingham, AL 35254**  
**Notification/request for ad mailed**
- 30. Name of Source: Central AL Community College**  
**Contact Person: Student Placement Office**  
**Address: 34091 US Hwy 280**  
**Address: Childersburg, AL 35044**  
**Notification/request for ad mailed**

- 31. Name of Source: Faulkner University**  
**Contact Person: Student Placement Office**  
**Address: 2970 Lorna Rd**  
**Address: Birmingham, AL 35216**  
**Notification/request for ad mailed**
- 32. Name of Source: Gadsden Business College**  
**Contact Person: Student Placement Office**  
**Address: 3225 Rainbow Dr**  
**Address: Rainbow City, AL 35906**  
**Notification/request for ad mailed**
- 33. Name of Source: Herzing College**  
**Contact Person: Student Placement Office**  
**Address: 380 West Valley Ave**  
**Address: Birmingham, AL 35209**  
**Notification/request for ad mailed**
- 34. Name of Source: ITT Technical College**  
**Contact Person: Student Placement Office**  
**Address: 500 River Hills Business Pk**  
**Address: Birmingham, AL 35242**  
**Notification/request for ad mailed**
- 35. Name of Source: Samford University**  
**Contact Person: Student Placement Office**  
**Address: 600 Lakeshore Dr**  
**Address: Birmingham, AL 35209**  
**Notification/request for ad mailed**
- 36. Name of Source: Alabama Job Link**  
**Website: [joblink.alabama.gov](http://joblink.alabama.gov)**  
**Notification posted on site**
- 37. Name of Source: RTNDA Job line**  
**Fax: (202) 223-4007**  
**Notification /request for ad faxed**
- 38. Name of Source: Bessemer Technical Institute**  
**Fax: (205) 426-7306**  
**Notification /request for ad faxed**
- 39. Name of Source: Electronic Media**  
**Contact Person: R. Ehrhardt, Rep.**  
**Address: 740 N. Rush Street**  
**Address: Chicago, IL 60611**  
**Fax: (312) 649-7827**  
**Notification /request for ad faxed**



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 02/26/07

**Position/Job Title:** Asst. Design Dir **Job Classification:** o/c 02

**Recruitment Source<sup>1</sup>:** TVjobs.com

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 4

Referral Sources <sup>2</sup>	No. of Interviewees
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>AL joblink</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

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<sup>1</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>2</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 01/03/07

**Position/Job Title:** Graphic Artist **Job Classification:** o/c 02

**Recruitment Source<sup>3</sup>:** FullSail Real World Education

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 3

Referral Sources <sup>4</sup>	No. of Interviewees
<b>Name:</b> <u>FullSail Real World Education</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>EE Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>3</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>4</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/10/07

**Position/Job Title:** Engineering Tech **Job Classification:** o/c 03

**Recruitment Source<sup>5</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (\_\_\_\_) \_\_\_\_\_

**Total # of Interviewees:** 1

<b>Referral Sources<sup>6</sup></b>	<b>No. of Interviewees</b>
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>1</b>

<sup>5</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>6</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 04/09/07

**Position/Job Title:** Engineering Tech **Job Classification:** o/c 03

**Recruitment Source<sup>7</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (\_\_\_\_) \_\_\_\_\_

**Total # of Interviewees:** 4

<b>Referral Sources<sup>8</sup></b>	<b>No. of Interviewees</b>
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>4</b>

<sup>7</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>8</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 09/17/07

**Position/Job Title:** VP/GSM **Job Classification:** o/c 01.2

**Recruitment Source<sup>9</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>10</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>9</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>10</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/16/07

**Position/Job Title:** Internet AE **Job Classification:** o/c 02

**Recruitment Source<sup>11</sup>:** Client Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 8

Referral Sources <sup>12</sup>	No. of Interviewees
<b>Name:</b> <u>Client Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>5</b>
<b>Name:</b> <u>Internal</u> <b>Contact Person</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>1</b>
<b>Name:</b> <u>Resume</u> <b>Contact Person</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>2</b>

<sup>11</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>12</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/06/07

**Position/Job Title:** Research Director **Job Classification:** o/c 02

**Recruitment Source<sup>13</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>14</sup>		No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>13</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>14</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 01/16/07

**Position/Job Title:** Account Executive (2) **Job Classification:** o/c 02

**Recruitment Source<sup>15</sup>:** Client Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 13

Referral Sources <sup>16</sup>	No. of Interviewees
<b>Name:</b> <u>Client Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	6
<b>Name:</b> <u>Word of mouth</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

<sup>15</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>16</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 01/16/07

**Position/Job Title:** Account Executive (2) **Job Classification:** o/c 02

**Recruitment Source<sup>17</sup>:** Client Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 13

Referral Sources <sup>18</sup>	No. of Interviewees
<b>Name:</b> <u>Client Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	6
<b>Name:</b> <u>Word of mouth</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

<sup>17</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>18</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/29/07

**Position/Job Title:** PT Production Asst **Job Classification:** o/c 02

**Recruitment Source<sup>19</sup>:** Intern

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>20</sup>	No. of Interviewees
<b>Name:</b> <u>Intern</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>1</b>

<sup>19</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>20</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/01/07  
**Position/Job Title:** FT Production Asst **Job Classification:** o/c 02  
**Recruitment Source<sup>21</sup>:** Internal  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (     ) \_\_\_\_\_  
**Total # of Interviewees:** 1

Referral Sources <sup>22</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>21</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>22</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/02/07  
**Position/Job Title:** FT Production Asst **Job Classification:** o/c 02  
**Recruitment Source<sup>23</sup>:** Internal  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (      ) \_\_\_\_\_  
**Total # of Interviewees:** 1

Referral Sources <sup>24</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>23</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>24</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/30/07  
**Position/Job Title:** FT Production Asst **Job Classification:** o/c 02  
**Recruitment Source<sup>25</sup>:** Employee Referral  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (     ) \_\_\_\_\_  
**Total # of Interviewees:** 2

Referral Sources <sup>26</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>25</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>26</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/16/07

**Position/Job Title:** PT Production Asst **Job Classification:** o/c 02

**Recruitment Source<sup>27</sup>:** Birmingham News Employee

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>28</sup>		No. of Interviewees
<b>Name:</b> <u>Birmingham News Employee</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>27</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>28</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 09/04/07  
**Position/Job Title:** PT Production Asst **Job Classification:** o/c 02  
**Recruitment Source<sup>29</sup>:** Employee Referral  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (    ) \_\_\_\_\_  
**Total # of Interviewees:** 2

Referral Sources <sup>30</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>29</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>30</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 02/07/07

**Position/Job Title:** PT Production Asst (2) **Job Classification:** o/c 02

**Recruitment Source<sup>31</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>32</sup>		No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		2

<sup>31</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>32</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 02/12/07

**Position/Job Title:** PT Production Asst (2) **Job Classification:** o/c 02

**Recruitment Source<sup>33</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>34</sup>		No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		2

<sup>33</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>34</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 01/30/07  
**Position/Job Title:** FT Production Asst **Job Classification:** o/c 02  
**Recruitment Source<sup>35</sup>:** Internal  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (    ) \_\_\_\_\_  
**Total # of Interviewees:** 1

Referral Sources <sup>36</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>35</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>36</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 12/21/06

**Position/Job Title:** FT Production Asst **Job Classification:** o/c 02

**Recruitment Source<sup>37</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>38</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		<b>1</b>

<sup>37</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>38</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 12/20/06

**Position/Job Title:** PT Production Asst (2) **Job Classification:** o/c 02

**Recruitment Source<sup>39</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 3

Referral Sources <sup>40</sup>		No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		<b>3</b>

<sup>39</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>40</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 12/19/06

**Position/Job Title:** PT Production Asst (2) **Job Classification:** o/c 02

**Recruitment Source<sup>41</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (\_\_\_\_) \_\_\_\_\_

**Total # of Interviewees:** 3

Referral Sources <sup>42</sup>		No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		<b>3</b>

<sup>41</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>42</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/22/07

**Position/Job Title:** Producer **Job Classification:** o/c 02

**Recruitment Source<sup>43</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>44</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>43</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>44</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/22/07

**Position/Job Title:** Web Producer **Job Classification:** o/c 02

**Recruitment Source<sup>45</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** ( ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>46</sup>		No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		2

<sup>45</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>46</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/20/07  
**Position/Job Title:** PT Assignment Editor **Job Classification:** o/c 02  
**Recruitment Source<sup>47</sup>:** FOX6 Website  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (      ) \_\_\_\_\_  
**Total # of Interviewees:** 1

Referral Sources <sup>48</sup>		No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>47</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>48</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/01/07  
**Position/Job Title:** AM Producer **Job Classification:** o/c 02  
**Recruitment Source<sup>49</sup>:** Internal  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (     ) \_\_\_\_\_  
**Total # of Interviewees:** 1

Referral Sources <sup>50</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>49</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>50</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 09/24/07

**Position/Job Title:** PT Tape Editor **Job Classification:** o/c 02

**Recruitment Source<sup>51</sup>:** School

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>52</sup>		No. of Interviewees
<b>Name:</b> <u>School</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>51</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>52</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/27/07

**Position/Job Title:** EP of Evening News **Job Classification:** o/c 01.2

**Recruitment Source<sup>53</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 4

Referral Sources <sup>54</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>On Own</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>53</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>54</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/27/07

**Position/Job Title:** Producer **Job Classification:** o/c 02

**Recruitment Source<sup>55</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>56</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>55</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>56</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/22/07

**Position/Job Title:** Producer **Job Classification:** o/c 02

**Recruitment Source<sup>57</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>58</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>57</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>58</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/27/07

**Position/Job Title:** EP Morning News **Job Classification:** o/c 01.2

**Recruitment Source<sup>59</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>60</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>59</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>60</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/27/07

**Position/Job Title:** AM Producer **Job Classification:** o/c 02

**Recruitment Source<sup>61</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>62</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>61</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>62</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/15/07

**Position/Job Title:** Associate Producer **Job Classification:** o/c 02

**Recruitment Source<sup>63</sup>:** TVjobs.com

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>64</sup>	No. of Interviewees
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>63</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>64</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 9/15/07

**Position/Job Title:** PT Tape Editor **Job Classification:** o/c 02

**Recruitment Source<sup>65</sup>:** Intern

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>66</sup>		No. of Interviewees
<b>Name:</b> <u>Intern</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		<b>1</b>

<sup>65</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>66</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/27/07

**Position/Job Title:** Producer **Job Classification:** o/c 02

**Recruitment Source<sup>67</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>68</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>67</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>68</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 10/08/07

**Position/Job Title:** Reporter **Job Classification:** o/c 02

**Recruitment Source<sup>69</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>70</sup>	No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>69</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>70</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/09/07

**Position/Job Title:** VP/News Director **Job Classification:** o/c 01.2

**Recruitment Source<sup>71</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (      ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>72</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		1

<sup>71</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>72</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/03/07  
**Position/Job Title:** Assignment Manager **Job Classification:** o/c 01.2  
**Recruitment Source<sup>73</sup>:** Employee Referral  
**Contact Person:** \_\_\_\_\_  
**Address:** \_\_\_\_\_  
**Phone #:** (    ) \_\_\_\_\_  
**Total # of Interviewees:** 9

Referral Sources <sup>74</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	8

<sup>73</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>74</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/09/07

**Position/Job Title:** Assistant News Dir. **Job Classification:** o/c 01.2

**Recruitment Source<sup>75</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>76</sup>	No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>75</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>76</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/25/07

**Position/Job Title:** FT Video Tape Editor **Job Classification:** o/c 02

**Recruitment Source<sup>77</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (\_\_\_\_) \_\_\_\_\_

**Total # of Interviewees:** 2

<b>Referral Sources<sup>78</sup></b>	<b>No. of Interviewees</b>
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>2</b>

<sup>77</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>78</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/09/07

**Position/Job Title:** Web Producer **Job Classification:** o/c 02

**Recruitment Source<sup>79</sup>:** Employee Referral

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>80</sup>	No. of Interviewees
<b>Name:</b> <u>Employee Referral</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>79</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>80</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.



# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/06/07

**Position/Job Title:** Photographer **Job Classification:** o/c 02

**Recruitment Source<sup>81</sup>:** Transfer

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>82</sup>	No. of Interviewees
<b>Name:</b> <u>Transfer</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>B-Roll Net's</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>81</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>82</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 06/18/07

**Position/Job Title:** PT Associate Prod. **Job Classification:** o/c 02

**Recruitment Source<sup>83</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 4

Referral Sources <sup>84</sup>	No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

<sup>83</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>84</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 07/16/07

**Position/Job Title:** PT Assignment Editor **Job Classification:** o/c 02

**Recruitment Source<sup>85</sup>:** On Own

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>86</sup>	No. of Interviewees
<b>Name:</b> <u>On Own</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

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<sup>85</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>86</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 05/16/07

**Position/Job Title:** Producer **Job Classification:** o/c 02

**Recruitment Source<sup>87</sup>:** Internal

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 1

Referral Sources <sup>88</sup>		No. of Interviewees
<b>Name:</b> <u>Internal</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____		<b>1</b>

<sup>87</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>88</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 06/11/07

**Position/Job Title:** Photographer **Job Classification:** o/c 02

**Recruitment Source<sup>89</sup>:** Job line

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 3

Referral Sources <sup>90</sup>	No. of Interviewees
<b>Name:</b> <u>Job line</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>1</b>
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	<b>2</b>

<sup>89</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>90</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 08/20/07

**Position/Job Title:** Sr. Reporter **Job Classification:** o/c 02

**Recruitment Source<sup>91</sup>:** TVjobs.com

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 2

Referral Sources <sup>92</sup>	No. of Interviewees
<b>Name:</b> <u>TVjobs.com</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>WAGA Employee</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>91</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>92</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 02/28/07

**Position/Job Title:** Reporter **Job Classification:** o/c 02

**Recruitment Source<sup>93</sup>:** FOX6 Website

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 6

Referral Sources <sup>94</sup>	No. of Interviewees
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	5
<b>Name:</b> <u>Word of mouth</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1

<sup>93</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>94</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

# Recruitment Reconciliation Form

**Station:** WBRC **Date Position Filled:** 03/05/07

**Position/Job Title:** Photographer **Job Classification:** o/c 02

**Recruitment Source<sup>95</sup>:** On Own

**Contact Person:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** (     ) \_\_\_\_\_

**Total # of Interviewees:** 4

Referral Sources <sup>96</sup>	No. of Interviewees
<b>Name:</b> <u>On Own</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>Job line</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	1
<b>Name:</b> <u>FOX6 Website</u> <b>Contact Person:</b> _____ <b>Phone #:</b> _____ <b>Address:</b> _____ <b>City:</b> _____ <b>State:</b> _____ <b>Zipcode:</b> _____	2

<sup>95</sup> **Recruitment Source:** Identify by name the source that referred the successful job candidate.

<sup>96</sup> **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.